



My inputs on the Express Entry program (EOI) are framed against a popular movie franchise –Fast and Furious.

Perhaps you're familiar with the 7 movies in this franchise, featuring Vin Diesel and (deceased) Paul Walker.



The Hollywood movie plot line has parallels to EE.

“Bad guy”, Vin is really a good guy deep down, who is forced to take on the really bad guys while driving hot cars at reckless speeds.

Good guy cop Paul Walker, is hunting the “bad guy”, (Vin).

Early in the movie franchise Paul stepped over the line & joined the “dark” side.



These two have an eclectic, **multi-cultural, multi-racial** crew who liberate stuff really really bad guys, while driving hot cars at reckless speeds doing amazing and impossible stunts.



Embedded in movie are messages about the importance of family, the struggle for re-unification, and various love interests between key characters with big muscles, tight abs and tighter tops...driving fast and recklessly.



There are amazing stunts that come with EE the movie, and perhaps a touch of political recklessness.

Express Entry is the former Federal government version of this movie franchise.

EE is about speeding things up in the immigration system. In my analogy the “bad guys” are symbolically an immigration system so backlogged that it took years for the much needed “good guys & gal newcomers” to get entry into Canada. Insert your own images of an immigrant multi-culti, multi-racial crew here.



The Federal government initiative to fast track immigrants (particularly younger ones with strong English and/or French language skills) to make Canada their next home **and** hook them up with employers panting to have alleged

skill and labour shortages filled, is the romance element of this movie.

Top 10 source countries for 775
highest ranking candidates

- India - 228 candidates 29.4%
- Philippines - 122 candidates 15.7%
- Pakistan - 46 candidates 5.9%
- Ireland - 34 candidates 4.3%
- Nigeria - 29 candidates 3.7%
- **China - 29 candidates 3.7%**
- Iran - 21 candidates 2.7%
- UK - 19 candidates 2.4%
- Egypt - 18 candidates 2.3%
- South Korea - 14 candidates 1.8%

Source Jan 22/2015 CIC

Spoiler alert - EE is changing the source country of economic immigrants. Remember when China held the top spot –not so much with EE.

EXCLUSIVE | McDonald's Canada CEO calls foreign worker controversy 'bullshit'
The CEO of McDonald's Canada, John Betts, has called the controversy over foreign workers 'bullshit'.



Personally, I have trouble imagining John Betts CEO of McDonalds or Catherine Swift/Dan Kelly of the Cdn Federation of Independent Business, or other lobby groups, and their self-interest in economic immigration policy playing alluring male/female characters.

Important to pay attention to employer associations, they have an active interest in modifying the EE program. For some, being able to hire entry-level newcomers to sling burgers, and provide low wage services purportedly keeps their members in business and allegedly keeps the economy running.



The Coalition aka the bad guys



- Business wants;
- to treat "immigrants as customers"
- Access to EE inventory pool.
- Faster than 6mths processing.
- Less red tape and rules attesting to their veracity as employers.

Spoiler alert#2- these "bad guys" prefer unfettered access to labour supply on their terms and they want it Fast and Furious. Ask me about this in the Q&A.

How **not** to
determine
labour/skill
shortages...

During the last decade where ideology trumped evidence to make policy, specious claims of looming skills & labour shortages justified the expansion of an inherently flawed and exploitative TFWP. Will EE follow suit?

Widespread labour shortages a myth, TD economists say
Regional differences in labour force needs exist - but this is not a widespread problem.
Chronic tendency by employers to avoid investing in training of national workforce

Fortunately radical economists like those at the TD Bank challenged the legitimacy of this mantra and its influence on economic immigration/labour market policy.



The past decade also brought the frequent use of **Ministerial Instructions** thanks to an abuse of omnibus budget bills.



EE relies on MI. Now a single individual –the Immigration Minister can limit the number of applications, deny processing of some or accelerate others. Not a good idea.

Consequences ...

The former government called MI's *"faster and more responsive"* and this element of EE also avoids, *"the time consuming and arduous process of crafting and passing new legislation"* says an evaluation of MI implementation.

Perhaps accountability of a new federal government, a demand for transparency, credible research/evidence, democratic public debate, can inform economic migration policy and legislation, rather than fast & furious MI's.

Economic immigration policy is important given our demographic reality.

Labour force growth is very dependent on immigration. We are currently 80% dependent on immigrants for net labour force growth. In less time that it will take to pay of a new car loan we become 100% dependent on immigrants to grow the labour force. Demographers have projected that by 2030 newcomers (or sooner) will be the single source of population growth for the country.

Because of our aging population/low natural birth rate we can't repopulate by natural means.

No amount of Viagra or Cialis sales will change this picture. Hence immigration is essential for keeping the trains, planes and everything well up ... and running.

In the global context, all developed countries need immigrants to replace their nearly dead and aging populations. Attracting immigrants is a competitive global policy reality. Countries that are welcoming, providing decent jobs, support family reunification, and who can provide an equitable quality of life with access to quality public services **AND** can sign the paperwork and open the doors tout suite are going to be the countries that gain from the immense international talent out there.

Is EE doing this?

Concerns:

EE creates a pool of pre-qualified candidates via a ranking system to support a just in time workforce.

"Almost all candidates invited in the 1st 4 invitation rounds had job offers ... In March, candidates without job offers or PNP began to be invited on a regular basis"

Yet data from recent draws suggests that invites to apply for PR are going to folks who don't have job offers.

CIC Express Entry Mid-Year Report

Movie IT/special effects budgets are huge.

EE is very reliant on IT to function, like FF relies on special effects

Express Entry relies on \$32.5M of which nearly \$7M is invested in aligning the gov't IT system to make the thing work

+ a "very expensive" ad campaign says David Manicom
Acting CIC ADM

Dec 2014

At the risk of confusing movie analogies –relying on IT tech can result in problems

Additional concerns to discuss:

- No predictability for applicants –depends on how is in the pool with you.
- Harder to qualify but maybe better short-term results.

- Language standards are changing source countries, while ignoring 2nd generation successes.

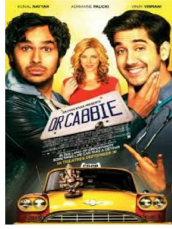
Country of citizenship of invited EE candidates as of July 6, 2015

Country	Number	Percentage
India	2,687	20.8%
Philippines	2,534	19.4%
UK	951	7.4%
Ireland	682	5.3%
China	531	4.1%
USA	521	4.0%
South Korea	327	2.5%
France	357	2.0%
Mexico	249	1.9%
Top 10	8,977	69.4%

- 3rd party assessment of language and educational credentials = more objectivity. Expectations are raised and there are capacity questions on the assessors. Problems remain with regulated occupations still a problem.
- Meeting EE criteria gets you in the pool. Problematic for International students and high end TFW
- Harder for int'l students to qualify for PR. No extra points for study in Canada. Job offers must be in higher end NOC codes (O,A B NOC codes)
- Bias built in for short term labour market needs (defined by employers rather than government FSWP)
- **Nation building is not in the formulae** –but economic needs of employers are. Nation building makes economic and social integration successful. When families/extended families settle and integrate they are buying goods and services in bulk, they are more likely to be healthy and content, they are less likely to become frequent fliers home.

Gov't has to undertake an active and serious role in labour market planning –not rely on McDonalds or Enbridge to drive the economy. (grease)

- But an economic immigration system that is skewed largely if not solely to employers' claims of labour needs –that is special interest policy making. It is gov't abdicating its role in labour market planning.
- Two step bias hands over initial selection of potential immigrants to employers (TFW's) and/or educational institutions. No concomitant expectation of their role to provide assistance/service for transition to PR status. They get the worker – not the potential citizen.
- Early draws benefited in-country applicants creating a two-step immigration process, including higher end TFW's
- Where is the incentive for employers to hire from abroad, if EE will be the fast and furious service road to transition TFW's to long-term employee.
- If we go all in for EE, what does it mean for funding to get those already here into the labour force?



- EE won't fix the tired image of Indian doctor driving cab. (Too few residency spots and other regulatory speed bumps)

- Is EE going to invite doctors and related social needs occupational folks to Canada as we age, fall down and break stuff?

- Evaluation and assessment is needed of who is getting in via EE. Who is being, hired, retained, & integrated into Canada. If the source country flow changes – who will we forsake and why? Colour, fit, religion, language?



- In light of limited consultations with all stakeholders; in light of track record of some employers' misuse of immigration to hire for decent jobs – suggest key an eye on the rotten tomato rating for this movie.

EE the movie will it work?